

ATTACHMENT C



Manoj Madathil <cmmanoj@gmail.com>

Follow up to your service request

Manoj Madathil <cmmanoj@gmail.com>

Sun, Apr 8, 2018 at 9:17 PM

To: Chad Jerdee <chad.t.jerdee@accenture.com>

Cc: "Corban, Toni L." <toni.l.corban@accenture.com>, Manoj Madathil <cmmanoj@hotmail.com>, "Varughese, Anil" <anil.varughese@accenture.com>

Hello Chad,

Hope you are doing well. I would like to bring to your attention regarding an extremely difficult situation that I am facing because of series of denial of justice, discrimination and harassment from Accenture HR. The email below that I received from Toni Corban is the last among them. The service request stated in the below email chain was raised via PeopleLine more than two months now, in connection with the unlawful termination I was faced with last year. This request was closed immaturely many times and I did not get any justice so far from HR. It turned out that there were many discriminations when I was forced to exit from Accenture last year. This has seriously impacted my career as well as my personal life. I request your support to resolve these controversies and provide justice to me as early as possible. I am summarizing below for your convenience the actual events (same stated in the service request) that led to my exit.

- My exit was blamed on the resignation email sent on 12/13/2016 and my limitations to respond (stated as "not being in contact" in the below email) due to my health issues. There were further responses to my resignation email on 12/13/2016 from CMT leadership including Network lead MD Miguel Myhrer. It was very clear from those communications that steps to reconsider the resignation were already initiated on the same day. Miya Johnson and Anil Varughese were copied on those emails. Hence it is obvious 12/13/2016 email became invalid on the same day. HR team did not initiate any steps for my exit on or before 12/16/2016 hence it was unambiguous that HR understood the resignation was reconsidered. Otherwise HR would have reached out to me very least. I had already informed my leadership team of going on vacation from 12/16/2016 onwards.
- Meanwhile I was in a bad health and in an extremely stressed state resulting in a situation that impacted my ability to respond on time. No one from HR or CMT tried to contact me between 12/13/2016 and 1/25/2017 stating an urgent concern. HR (Anil) sent an email on 1/25/2016 with a table / form to be filled out, quoting my invalid resignation email (sent on 12/13/2016). This email was also copied to my personal id which I was not using then. There was no timeline stated for me to respond to this email and had instructions to inform the career counselor / project supervisor of my new last day. How I would even come up with a date without a resignation intent. Which again makes 12/13/2016 email invalid and an exit with a random date was enforced on me.
- Following the email that was sent to me on 01/25/2017, my enterprise ID was disabled within a day or two. This further worsened my ability to respond. No one reached out to me to inform that such a step has been taken. Accenture had all the emergency contacts, telephone numbers and related information but did not make any attempts to contact me.
- On 01/31/2017 On 01/31/2017 when I was in the office, I was advised by CIO support in Dallas office to contact HR for my enterprise id to be enabled. I met Anil for a minute or so. Anil did not discuss about my exit. Only thing we discussed was enabling back my enterprise id and was told it will be done on the same day. To avoid any slightest ambiguity around exit I had clearly stated my intentions not to quit (which was already decided before my vacation on December 16 of 2016) and made it clear that I will be contacting CMT leadership too same afternoon. There were no concerns raised on my "not being in contact" though I mentioned about my health and stressed situation. Anil had sent a note to CMT leadership in front of me. I did not have Greg Leja's (Career counselor) number with me at that time and called Anil for the same. I did not hear back and left a voicemail for Anil within few minutes. (recently came to know Anil sent Greg's number to the same email id that I was not using then). I promptly called Raghu Puri (MD on CMT Group) and from my conversations with Raghu the same afternoon, I did not hear any intentions to process my exit as well as not to

enable my enterprise id. I had ensured that Greg be updated about all this (told Raghu that I did not have Greg's contact number). Further the text I received from Raghu that evening reassured my understanding that there is no exit what so ever will be processed. As of afternoon, of 01/31/2017 concerns around my "no contact" and possibility to exit did not even exist. HR or CMT leadership did not have any conversation directly with me between December 16 of 2016 and January 31 of 2017 (inclusive of both dates) on these concerns.

➤ Later in the first week of February my family received their COBRA benefits. Document was dated February 02, 2017, benefits end date was stated as December 31, 2016 and my last day (termination date) was stated as December 16, 2016. My COBRA documents arrived after a month in March 2017, with same dates. There was not any other communication from Accenture side.

➤ Above and beyond I did not do any harm to any one in Accenture to be mistreated like this. It is upsetting to face this from a company like Accenture.

Email chain included below and SR #: 1-10337378351 has all the details that I referred above

I painfully realize, I was unlawfully terminated and faced following discriminations:

1. My disability (inability to respond fully due to health issues) was used as a reason to process my exit
2. My vulnerable situation (another disability due to the resignation email that I sent on 12/13/2016 which was reconsidered) was used as an excuse to process my exit
3. I would like to know if there were other discrimination from individual(s) on CMT group or other groups that resulted in above two discrimination

My unlawful termination resulted in following damages:

1. My career, health and personal life got impacted and had put me in extreme stress and mental agony. It was intimidating to receive a one-sided termination from Accenture. My situation further deteriorated due to the series of discrimination and injustices suffered after I raised the PeopleLine service request.
2. I was denied access to key resources, documents and portals that I was supposed to get access to. These benefits and rights were not even communicated to me. My enterprise id remained disabled more than a year. I do not have the ability to access W2s, pay-stubs, Alumni network and so on. I was badly in need of last two pay-stubs few months back.
3. Damages due to denial of health coverage to my family and myself. We were not able to continue our medical needs since COBRA benefits were not sent in time. Even after the arrival of COBRA we found it difficult to afford those premiums since we were unprepared for a one-sided termination decision.

I had raised my concerns and many questions to HR for each of the responses they provided. In fact, their responses were conflicting to one another. I never got any clear answers to those. In the light of continued denial of justice, please help me to understand the following:

1. Steps Accenture took to contact me and learn my situation leading to my sated inability to contact in January 2017. In the below email it is stated my lack of contact was a reason for my termination. I have promptly entered my time for the subsequent periods after December 15, 2016. My enterprise id was disabled as of January 31 of 2017 and hence was denied entering my time for that period. No one had raised "no contact" from my side as an issue until this Friday from Toni's email.
2. Attempts that Accenture made to inform me once my enterprise id was disabled in January 2017. What steps the concerned group / individuals took before they disabled my id if it was in connection with my "lack of contact"?
3. No one from Accenture confirmed my personal contact information throughout these incidents in December of 2016 through February of 2017
4. Reason for COBRA document dated as February 02, 2017 which is 53 days later the stated resignation email date of December 13, 2016

5. Reason for my COBRA documents reaching me on the 1st week of March 2017 and for my family on the 1st week of February 2017
6. I would like to know the date until which I was on payroll. HR sent me the instructions to notify the career counselor of my last date on 01/25/2017 and a notification from Exit team in the afternoon of 01/31/2017 (copied to my personal id that I was not using). Accenture will not be able to send those emails if I was not on payroll on those dates
7. Did any one on CMT leadership or my career counselor contact HR or vice versa in the afternoon of 01/31/2017 or later to make an exit decision without keeping me informed?
8. What is the stated "no contact period" that Accenture used to determine the criteria for "termination" or processing it as a "resignation"?
9. Has someone from Accenture tried to contact me specifically for this reason during this period? What other steps were taken in this regard?
10. Do I meet a termination criterion if I sent a resignation email that was immediately reconsidered?
11. What was the date my termination was processed? It is wrongful to say I departed in January 2017. I was forced out of Accenture because of unlawful termination
12. PeopleLine and Benefits center use the word "terminated" most of the time as my status when I call them and in some of the documents. What is my real status?

I am continuously getting justice denied. I would like to hear directly from legal & compliance and hence request you to provide a response to the concerns I have raised as well as help to resolve those. Kindly confirm if any of the discriminations, concerns and violations I raised conflicts with or are not in accordance to Accenture policies. In those cases, it will greatly help me if you can provide the copies of the respective Accenture policies. Thank you for the time to read through my request. Hoping to hear from you soon.

Toni,

It is very disappointing to see another round of discrimination and injustice from Accenture. I appreciate the time of every individual who responded to me. With due respect let me state that no one has offered to help me so far as you claimed below. The responses I got so far were conflicting to one another, discriminatory in nature and helped only to increase my stress and mental agony. The responses so far opened more concerns on the injustice, discrimination and violations I was subject to. It is unfortunate you misinterpreted the tone in my email differently. It is still shocking to me that you did not read the obvious injustices including putting lives of my family and mine at risks (by denying health coverage last year) that I stated in the SR. It was very inhuman and against law to do so, and I wish no one else will be put into those kinds of situations again. Everyone responded to me so far failed to acknowledge even these basic human rights violations. It is more upsetting, stressful and a mental torture when this comes from HR side. So far there were no genuine attempts from HR side to help me resolve this and address my damages. I am not comfortable to communicate with you further and hence no response is expected from you.

Thank you,

Manoj Madathil
cell - 214 605 0642

[Quoted text hidden]

Manoj Madathil <cmmanoj@gmail.com>

Apr
14

to Anil, NA.HR.Questions, cmmanoj

One more thing to add that I left out last time.

"Not being in contact" or "no contact" was from Accenture side. When a resignation topic is in the air, HR and Career counselor are primarily responsible to communicate to an employee. In my case HR did not initiate to communicate directly even once except sending an email on 1/25/2017 (41 days after resignation was reconsidered) asking me of a new last date followed by disabling my enterprise id. Career counselor was in absolute silence (last communication was around Mid Nov 2016 asking me of "quick time" during appraisal time). In effect I was forced out because of "non-contact" from Accenture side.

Thanks

Manoj

On Mon, Apr 9, 2018 at 8:05 PM, Manoj Madathil <cmmanoj@gmail.com> wrote:

I received another update from HR side. Please see the last email (received this Friday 4/6/18) from Toni Corban included below.

I am adding this update to the ticket. The update I received below opened new concerns and questions and hence please do not close this ticket. It is very disappointing to see another round of injustice from HR closing this request one sided without addressing my concerns. My issues are still unresolved. I appreciate the time of every individual who responded to me. With due respect let me state that no one has offered to help me so far as claimed below in Toni's email. The responses I got so far were conflicting to one another, discriminatory in nature and helped only to increase my stress and mental agony. It is still shocking to me that individuals responded did not notice (or avoided) the obvious injustices including putting lives of my family and mine at risks (by denying health coverage last year) that I stated earlier in this SR. It was very inhuman and against law to do so, and I wish no one else will be put into those kinds of situations again. It is more upsetting, stressful and a mental torture when this comes from HR side.

This latest response I got, opened following concerns on the injustices I was subject to. I request to confirm the following related to my concerns:

1. Steps Accenture took to contact me and learn my situation leading to the stated inability to contact in January 2017. In the email below that I received this Friday it is stated my lack of contact was a reason for my termination. No one had raised "no contact" from my side as an issue until this Friday from Toni's email.
2. Attempts that Accenture made to inform me once my enterprise id was disabled in January 2017. What steps the concerned group / individuals took before they disabled my id if it was in connection with my "lack of contact"? Disabling my enterprise id further worsened my inability to communicate.
3. No one from Accenture confirmed my personal contact information throughout these incidents in December of 2016 through February of 2017.

4. Reason for COBRA document dated as February 02, 2017 which is 53 days later the stated resignation email date of December 13, 2016
5. Reason for my COBRA documents reaching me on the 1st week of March 2017 and for my family on the 1st week of February 2017
6. I would like to know the date until which I was on payroll. HR sent me the instructions to notify the career counselor / project supervisor of my new last date on 01/25/2017 (this further invalidates the already reconsidered resignation email on 12/13/2016) and a notification from Exit team in the afternoon of 01/31/2017 (copied to my personal id that I was not using). It will not be possible to send those emails if I was not on payroll on those dates. I have promptly entered my time for the subsequent periods after December 15, 2016. My enterprise id was disabled as of January 31 of 2017 and hence was denied entering my time for that period.
7. Did anyone on CMT leadership or my career counselor contact HR or vice versa in the afternoon of 01/31/2017 or later to make an exit decision without keeping me informed?
8. What is the stated "no contact period" that was used to determine the criteria for "termination" or processing it as a "resignation" as stated in the below email?
9. Has someone from Accenture tried to contact me specifically for this reason during this period? What other steps were taken in this regard?
10. Do I meet a termination criterion if I sent a resignation email that was immediately reconsidered?
11. What was the date my termination was processed? As stated in the email below it is wrongful to say I departed in January 2017. I was forced out of Accenture because of unlawful termination
12. PeopleLine and Benefits center use the word "terminated" most of the time as my status when I call them and in some of the documents. What is my real status?

Shown Below the latest update I received and related email chain

From: **Corban, Toni L.** <toni.l.corban@accenture.com>

Date: Fri, Apr 6, 2018 at 3:56 PM

Subject: Follow up to your service request

To: Manoj Madathil <cmmanoj@gmail.com>

Cc: Manoj Madathil <cmmanoj@hotmail.com>, "Varughese, Anil" <anil.varughese@accenture.com>

Hi Manoj, I am in receipt of your emails. While I understand your perspective is different than Accenture's regarding your exit, it has been confirmed that you resigned from Accenture and after not being in contact with us for a period of time, your departure was processed in our system. The reason for your exit is your resignation. We received your resignation email dated 12/13/16 where you advise Mia Johnson that you would like to proceed with your exit process.

While many individuals at Accenture have offered to assist you with your inquiries, your tone in your latest email is no longer productive. We will consider this matter closed as we believe we have provided you the necessary information regarding your exit when you left Accenture in 2017.

Thank you.